

**State Employee Benefits Committee  
Tatnall Building, Room 112  
Dover, Delaware 19904**

The State Employee Benefits Committee met on November 14, 2016 with the following Committee members and guests:

**Committee Members:**

Brian Maxwell, Director, OMB  
Tom Cook, Secretary of Finance  
Geoff Klopp, COAD  
Mike Morton, Controller General  
Evelyn Nestlerode, Designee of Chief Justice, Administrator of Courts  
Ken Simpler, Treasurer  
Henry Smith, Designee of DHSS  
Karen Weldin Stewart, Insurance Commissioner

**Guests:**

Brenda Lakeman, Director, SBO  
Faith Rentz, Deputy Director, SBO  
Lisa Porter, SBO  
Judy Anderson, DSEA  
Laurene Eheman, SBO  
Jacqueline Faulcon, DRSPA  
Karin Faulhaber, PHRST  
Debbie Hamilton, Cozen O'Connor  
James Harrison, DSEA-R  
Leighann Hinkle, SBO

**Guests (continued):**

Andrew Kerber, DOJ  
Omar Masood, OST  
Casey Oravez, OMB, Financial Ops  
Bettina Riveros, CCHS  
Aaron Schrader, SBO  
Wayne Smith, DHA  
Jim Testerman, DESA-R  
  
Mike North, Aetna  
Sheri Sack, Aflac  
Carrie Schiavo, Delta Dental  
Wendy Beck, Highmark  
Mark Jacobson, Highmark  
Jennifer Mossman, Highmark  
Jim Grant, HMS  
Walt Mateja, Truven Consulting  
James DiGuseppe, Willis Towers Watson  
Kevin Fyock, Willis Towers Watson  
Jaclyn Iglesias, Willis Towers Watson  
Rebecca Warnken, Willis Towers Watson

**Introductions/Sign In**

Director Maxwell called the meeting to order at 2:02 p.m. Anyone who had public comment was invited to sign up and any others wishing to comment would be given the opportunity at the end of the meeting. Introductions were made.

**Approval of Minutes** - handout

Director Maxwell requested a motion to approve the minutes from the October 24<sup>th</sup> SEBC meeting. Controller General Morton made the motion and Mr. Smith seconded the motion. With unanimous voice vote, motion carried.

**Director's Report** – Brenda Lakeman

**Flexible Spending Account (FSA) Open Enrollment:** Ends November 18<sup>th</sup>. As of this date, there are over 2,300 enrollments with 311 for dependent care.

**Consumerism Course Updates:** Participation shows 7,332 people have completed the course. There are six weeks remaining for the targeted completion date for end of December. Committee members are encouraged to request results for their specific agencies by sending an email to SBO or Ms. Lakeman. This course can be completed on a tablet or similar device, but the user would need to first register with Cornerstone. SBO is looking into simplifying this type of access.

**Group Health Program Strategic Planning Discussion** – handout – Willis Tower Watson (WTW)

Kevin Fyock started this presentation noting the effort made to tie the strategies to the goals. Rebecca Warnken continued with the GHP Strategic position with the score card showing the State's recent focus and the potential initiative for GHIP. Additional comments are shown in the handout for each slide. Most of the data to support the delivery of healthcare will be available. WTW to follow up with actual numbers shown on slide 14 in the pie chart.

Mr. Fyock continued with a review of the Mission Statement as shown on slide 8 broken down into five concepts which could be benchmarked today for a baseline from where we are operating. The GHIP goals that were approved at the October 24<sup>th</sup> SEBC meeting were reviewed as connected to the mission statement. WTW's encourages SEBC to revisit on a regular basis. The proposed GHIP strategies linked to the GHIP goals were presented (slide 10). Tactics were shown on slide 11 and would align with strategies and tactics shown on slides 15, 16 and 17. This is a multi-year framework with, some activities to prepare for while some items will be checked off in the RFP process. Next steps should include a constant revisit to the framework. A yearly timeline was requested to see what items would be done in what timeframe.

**1<sup>st</sup> Quarter Cost Projection Analysis** – handout – Willis Tower Watson (WTW)

Ms. Warnken began with the GHIP historical data of an outline of claims cost per member per quarter for the last eight years. For FY2017, based on the September Fund Equity report, claims for July through September 2016 (1Q17) totaled \$194.4M. GHIP claims are projected to be \$793.5M for FY2017. Ms. Warnken proposed that the projection be reviewed on a rolling calendar year basis rather than based on one quarter only. FY17 Q1 financials will be presented in January.

**Public Comments**

None

**Other Business**

None

**Motions**

Director stated there is no further business and requested a motion to move into Executive Session. Commissioner Stewart made the motion and Mr. Smith seconded the motion. Motion carried and Committee entered into Executive Session at 2:56 pm.

Director Maxwell requested a motion to exit Executive Session and return to public session. Controller General Morton made the motion and Secretary Cook seconded the motion. Committee returned to public session at 4:41 pm.

The Director then requested a motion to adjourn the meeting. Controller General Morton made the motion and Commissioner Stewart seconded the motion. Meeting was adjourned at 4:42 pm.

Respectfully submitted,

Lisa Porter  
Statewide Benefits Office